



Item	Y	P	N	NA	Comments / Evidence / Action
<b>Leadership, Governance and Accountability</b>					
Psychosocial risk management is recognised as a WHS risk at a governance level					
Roles and responsibilities for managing psychosocial risks are clearly defined					
Officers understand and discharge due diligence for psychosocial risks					
Psychosocial risks are considered in WHS policies and procedures					
Adequate resources are allocated to manage psychosocial risks					
<b>Consultation and Worker Participation</b>					
Workers are consulted when identifying psychosocial hazards					
HSRs (if applicable) are involved in psychosocial risk processes					
Consultation occurs when changes may impact psychological health					
Workers can raise psychosocial concerns without fear of reprisal					
<b>Identification of Psychosocial Hazards</b>					
Psychosocial hazards arising from work design are identified					
Hazards related to workload, work pace and job demands are identified					
Hazards associated with role clarity and job control are identified					
Hazards arising from organisational change are identified					
Interpersonal hazards (bullying, harassment, aggression, violence) are identified					
Remote, isolated or emotionally demanding work hazards are identified					
<b>Risk Assessment</b>					
Psychosocial risks are assessed based on likelihood and consequence					
Assessment considers frequency, duration and severity of exposure					
Cumulative and interacting psychosocial risks are considered					
Vulnerable worker groups are considered where relevant					
Risk assessments are documented and retained					
<b>Control Measures (Hierarchy of Controls)</b>					
Controls prioritise elimination or minimisation at the organisational level					
Work design controls are implemented where reasonably practicable					
Administrative controls are clearly defined and communicated					
Behavioural policies are supported by practical systems and training					
Controls do not rely solely on individual resilience or wellbeing programs					
<b>Support, Supervision and Capability</b>					
Supervisors are trained to identify psychosocial risks					
Supervisors are trained to respond to psychosocial hazards appropriately					
Workers have access to appropriate support mechanisms					
Support systems are clear, accessible and confidential					
<b>Incident Reporting and Response</b>					
Psychosocial incidents can be reported through formal systems					
Reports are assessed and responded to in a timely manner					
Corrective actions address root causes, not just symptoms					



---

Item	Y	P	N	NA	Comments / Evidence / Action
------	---	---	---	----	------------------------------

Records of incidents and responses are maintained

**Monitoring, Review and Continuous Improvement**

Psychosocial controls are regularly reviewed for effectiveness

Data such as incidents, absenteeism and turnover are monitored

Reviews occur following incidents or organisational change

Outcomes are reported to management and officers

**Overall Assessment and Actions**

Person Responsible

Target Completion Date

**Officer Due Diligence Sign-off (WHS Act s27)**

I confirm I have taken reasonable steps to ensure psychosocial risks are identified, assessed, controlled and reviewed.

Officer Name

Position

Signature

Date